



A Glance at The Trade Adjustment Assistance Reversion 2014

The information contained in this guide applies to petitions filed on or after January 1, 2014 (identified by petition numbers that are 85,000 and higher). Reversion 2014 means the TAA program administered by the Sunset Provisions of the Amendments to the Trade Act of 1974, Enacted by the Trade Adjustment Assistance Extension Act of 2011 (the TAA program under the 2002 Amendments with 2011 Sunset Provisions).

These guide cards are for reference only. For the most up-to-date policies, please visit www.massworkforce.org

◦ ◦ Training ◦ ◦

THE SIX CRITERIA:

- There is no suitable employment
- The worker would benefit from appropriate training
- There is reasonable expectation of employment following completion of such training
- Training is reasonably available to the worker
- The worker is qualified to undertake and complete such training
- Such training is suitable for the worker and available at a reasonable cost

MAX COSTS:

Tuition, fees, books, tools, supplies, etc.

- \$10,000 for remedial training
- \$20,000 for vocational training
- \$28,000 for degree programs
- \$35,000 max including travel and subsistence

MAX LENGTH:

- Up to **130 weeks**

FULLTIME TRAINING:

- Only full-time training can be approved

FOR TRA:

- Must attend training full-time
- Training must be approved by the later of 8 weeks after the date of petition certification; or 16 weeks after the worker's most recent total separation

BREAKS:

- TRA benefits cannot be paid for scheduled breaks longer than **30 days** (not including Saturdays, Sundays and State/National holidays)

OTHER:

- Other types of approvable training are apprenticeship, and OJT
- Adversely affected incumbent workers are not eligible for TAA benefits and services
- If in approved TAA training and reemployed in unsuitable employment; election to (1) terminate or (2) continue employment will not disqualify from UI/TRA cash benefits but wages may affect the amount received

THE THREE TYPES OF WAIVERS:

- Health – Worker is unable to participate in training due to health, but can work
- Enrollment Unavailable – Training does not start within 30 days of approval
- Training not Available – No training funds or no suitable training at reasonable costs

DURATION AND REVIEW:

- Initially approved for **30 days**
- Must be submitted and reviewed every 30 days

TRA:

- Can only collect “Basic” TRA
- Waiver must be approved by the later of 8 weeks after the date of petition certification; or 16 weeks after the worker’s most recent total separation

JOB SEARCH:

- Workers must conduct job search while being waived from training
- Job search efforts must be **documented** in MOSES when submitting waivers

◦ ◦ **Trade Readjustment Allowances (TRA)** ◦ ◦

A wage subsidy (weekly cash payments) for workers who are enrolled in a full-time training course.

GENERAL REQUIREMENTS:

- Must be enrolled in training by the later of 8th week after certification or 16th week after layoff
- Must be enrolled full time

“BASIC”:

- UI + “Basic” (and any EUC) = up to **52 weeks**
- Must be on a waiver or in training full-time
- Can collect the balance of “Basic” TRA after training ends if worker is not suitably employed and conducting job search

“COMPLETION”:

- Up to **13 weeks** within a 20 week period if established benchmarks are met and still in an industry recognized credential training
- Must complete training within the authorized period

UI:

- Must exhaust all UI benefits before TRA

“ADDITIONAL”:

- Up to **65 weeks**
- Must be enrolled in training full-time
- Worker has 78 weeks to collect up to 65 weeks of TRA (to accommodate for breaks in training)
- “Additional” TRA ends when Training ends

ATAA:

- Must choose between TRA or ATAA
- Once payment of ATAA – no longer eligible for an industry recognized credential Training and TRA benefits and same vice versa

PART-TIME WORK:

- Worker must report wages; however, their weekly TRA amount **may** be reduced due to part-time wages (1/3 rule applies)

◦ ◦ Alternative Trade Adjustment Assistance (ATAA) ◦ ◦

GENERAL REQUIREMENTS:

- Requires separate group certification (*at the time of filing a Petition*)
- Must be at least age 50 at time of reemployment/application
- Cannot earn more than \$50,000 annually in gross wages
- Must be reemployed within 26 weeks from most recent separation

REEMPLOYMENT:

- Must be reemployed full-time
- May not return to the employment from which the worker was *separated* (may return to the same firm, but different job)
- **NO** job search allowances or training allowed

ELIGIBILITY PERIOD:

- Up to 2 years from date of reemployment

MAX BENEFIT:

- Workers may receive up to \$10,000 over the course of the 2 year eligibility period

TRA:

- Must choose between Training (and TRA) or ATAA - once ATAA is elected and payment received the worker surrenders all Training and receipt of TRA. This applies vise-versa.

◦ ◦ Travel & Subsistence Allowances ◦ ◦

TRAVEL – AMOUNTS:

- Worker is reimbursed the lesser of:
 - a per mileage rate or per diem rate based on the federal GSA rates or
 - reasonably available public transportation (bus, train, etc.)
- Only travel to required classes will be reimbursed

SUBSISTENCE – AMOUNTS:

- Worker will be reimbursed the lesser of
 - 100% of allowable subsistence costs (eg, lodging, meals, etc) up to the maximum allowed or
 - 50% of the per diem rate for the area in which training is commenced
- Only subsistence required for training will be reimbursed

TRAVEL – REQUIREMENTS:

- Must be requested **in advance** (submit with training package)
- Carpooling options must be considered
- Available only if worker's round-trip commute to training is 50 miles **greater than** his/her round-trip commute to previous work location.
 - Example: Worker's RT commute from home to work was 10 miles. Worker's RT commute from home to training is 55 miles. $55 - 10 = 45$ miles *** not eligible**
 - Example: Worker's RT commute from home to work was 10 miles. Worker's RT commute from home to training is 61 miles. $61 - 10 = 51$ miles **✓ eligible**

SUBSISTENCE – REQUIREMENTS:

- Must be requested **in advance** (submit with training package)
- Available only if the training is out of the worker's normal commuting area, and a daily commute to and from the training location is not reasonable.
 - Example: Worker lives in Greenfield, MA and will be attending training in Chicopee, MA *** not eligible**
 - Example: Worker lives in Fall River, MA and will be attending training in Hampton, NH **✓ eligible**

○ ○ Relocation & Job Search Allowances ○ ○

JOB SEARCH – DEADLINES:

- The application must be filed the 365th day after the company's certification date or the 365th day after the worker's separation date, whichever is later

JOB SEARCH – AMOUNTS:

- 90% of allowable costs, up to a maximum of \$1,250 available

JOB SEARCH – REQUIREMENTS:

- Job Search Allowances must be approved by DCS before traveling to interview(s).
- It must be determined that the worker cannot reasonably be expected to find suitable employment in his/her commuting area
- At least 1 bona fide interview must be scheduled to submit the job search application
- Job search efforts must be completed within 30 days

RELOCATION – DEADLINES:

- The application must be filed the 425th day after the company's certification date or the 425th day after the worker's separation date, or the 182nd day after the worker completed training, whichever is later

RELOCATION – AMOUNTS:

- 90% of allowable costs, up to the statutory limit (see www.gsa.gov)
- Includes an additional lump sum payment of \$1,250 available at state discretion

RELOCATION – REQUIREMENTS:

- Relocation must be approved by DCS before relocation commences
- It must be determined that the worker cannot reasonably be expected to find suitable employment in his/her commuting area
- The worker must have obtained suitable employment or a bona fide job offer in an area in which the worker wishes to relocate